

Executive Registry
177-1078/2

P-1.2.1

27 December 1977

VR 77-2903

per

MEMORANDUM TO: Director of Central Intelligence
FROM : Thomas E. Harvey
SUBJECT : Women in the CIA

You recently asked that I compile information for you comparing percentages of women employed by the CIA in various grades with the percentage of total Agency employees at those grades. The attached material makes those comparisons. Raw numbers are included to put these percentages into a more meaningful context.

STAT This data is available through the Agency's EEO office [redacted] Federal Women's Program Coordinator). It is updated monthly, as is like information regarding the employment of other minorities within the Agency.

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P-1.2.1

Admiral Stansfield Turner
Director, Central Intelligence Agency
Washington, D.C. 20505

Dear Admiral Turner:

I appreciate your having directed [] to obtain information concerning the number of women employed by the Agency in professional positions. As I indicated to you at lunch at the Supreme Court, I am much more interested in your knowing the answer than in my knowing it.

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[] stated in his letter that the Director of Personnel had had to compile this information in order to respond to my inquiry. I was disappointed at lunch that you did not have even a general idea of the percentage of women professionals employed by the Agency; I am astonished that your Director of Personnel did not know the answer and had to compile it specially for this request. You suggested at lunch that it was hard to find women to fill supergrade jobs at the Agency since so few had the necessary experience. I suggest that you will continue to have that difficulty even where there are qualified women unless the Agency alters its perspective.

I also note that the figures show that even in 1977, when 20% of the new professional employees hired were women, not one of those women was hired for a supergrade position. I realize that this is a difficult period for the Agency with respect to its personnel policies, but it seems that you, as Director of the Agency and as its public voice, must become more sensitive to the Agency's stance towards women as professionals. I might add, in this regard, that your reference to two lawyers, myself and my co-clerk, as "pretty girls" does not promote confidence in your progress towards that goal.

Sincerely,

Ellen S. Silberman
Ellen S. Silberman

cc Thomas E. Harvey

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Next 1 Page(s) In Document Exempt

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Central Intelligence Agency



Washington, D. C. 20505

6 December 1977

Ellen Silverman, Esq.
Clerk to Mr. Justice Marshall
United States Supreme Court
1 1st Street, N. E.
Washington, D. C. 20543

Dear Ms Silverman:

At lunch on November 17th, you asked
Admiral Turner how many women were employed in
professional positions at the CIA. I asked
the Director of Personnel to compile that
information and enclose the same.

Yours very truly,

Admiral Turner:

For your info.
You may be interested
in the statistics prepared
by D/Pers.



STAT

18 November 1977

MEMORANDUM FOR: Director of Personnel

FROM

2

SUBJECT : Female Agency Officers

1. At a luncheon with the clerks of the Supreme Court, Ms. Ellen Silverman, clerk to Mr. Justice Marshall, asked the Director a question regarding the number of women officers at the Agency. While he did not have a ready response, he told her that I would respond to her question.

2. Does your office maintain data on the number of women employed by the Agency and their grade? If so, may I have a copy.

3. Thank you.

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[Redacted]

Acting Director of Personnel
5E58 HQS

6825

19 DEC 1977

Acting Deputy Director
for Administration

This is in response to
your request that we add the
percentage of the Agency to
the original report on the
percentage of women at each
grade.

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[Redacted]

Special Assistant/DCI
7D61 HQS

[Redacted]

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(16 Dec 77)

77-2903

PEPS 77-3643

18 November 1977

MEMORANDUM FOR: Director of Personnel
FROM : Thomas E. Harvey
SUBJECT : Female Agency Officers

1. At a luncheon with the clerks of the Supreme Court, Ms. Ellen Silverman, clerk to Mr. Justice Marshall, asked the Director a question regarding the number of women officers at the Agency. While he did not have a ready response, he told her that I would respond to her question.

2. Does your office maintain data on the number of women employed by the Agency and their grade? If so, may I have a copy.

3. Thank you.

[Redacted Signature Box]

Thomas E. Harvey

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EXECUTIVE SECRETARIAT

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Remarks: Per your request, Tom is compiling additional statistics for your information. He spoke with Ms. Silberman Monday and does not feel another response warranted.

Executive Secretary

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